

LEVEL 7 ASSESSMENT SPECIFICATION

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1. TITLE

Does Hong Kong still remain a viable destination for long-term employment to the foreign professional expatriate and, if not, what can be done?

Note 1: "Long-term employment" refers to any continuous tenure of at least 3 years or longer to ensure Hong Kong can still truly attract the global workforce for a sustained period of time versus just a short- to medium-term work assignment.

Note 2: "Foreign professional expatriate" refers to any white-collar professional who is not of Chinese descent. I need to exclude the Chinese community for this study to truly investigate if Hong Kong still maintains its "Asia's world city" title (Brand Hong Kong, 2001) to the global workforce given the rapidly changing working environment on the ground being very China-driven and hence requiring strong expertise in the Chinese language

Amidst the ongoing evolution that Hong Kong is currently undergoing, the central research question, "Does Hong Kong still serve as a sustainable hub for long-term employment for non-Chinese expatriate professionals, and if not, what measures can be taken?" holds immense importance, particularly in light of the shifting economic and political dynamics influenced by the strong ties between Hong Kong and China.

2. INTRODUCTION

Background to the Research

The primary research query of this investigation provokes deep introspection whilst upkeeping a clear focus: Given the recent social and political developments, can Hong Kong still sustain its global appeal to top-tier professionals from beyond Asia? This shift underscores the escalating significance of first-hand exposure to navigating Greater China and proficiency in Mandarin to retain relevance across diverse professions and institutional constituencies

Current empirical studies concerning Hong Kong's standing as an international workplace are limited; hence the rationale behind this study. While existing "Push and Pull" theoretical analyses for neighboring nations like Singapore can offer some useful reference points, there is a notable void in direct pertinent research that could prove highly useful for the business sector as well as provide the basis for theoretical groundwork for both governmental bodies and academic institutions in shaping future immigration policies.

Research Aims and Objectives

Hong Kong currently finds itself subject to flux given the interconnectedness in the global landscape, primarily between Hong Kong and China, alongside other pertinent PESTLE factors (Oxford College Of Marketing, 2023). As a result, the government must keep vigilant whilst being proactive in safeguarding its competitive standing, economy, and talent pool. By this study laying the groundwork for local think tanks to build upon in their ongoing research endeavours to both protect and hopefully enhance Hong Kong's international presence, practical recommendations to governmental and public entities will certainly be forthcoming

Contributions

The specific aim of my research is to fully address the fundamental research question (i.e. **Does Hong Kong still remain a viable destination for long-term employment to the foreign professional expatriate and, if not, what can be done?**), encompassing both theoretical and practical dimensions. Whilst there has been a lot of coverage on Hong Kong's existing talent challenges, there remains a notable dearth of comprehensive academic analysis that accurately depicts the city's current as well as its future ability to continue attracting top-tier talents globally.

Hopefully, this research can lead to the government planning for and adopting a **more knowledge-based economy**. In addition, there will also be significant theoretical contributions towards business and management studies with regards to future human capital development in Hong Kong. For Hong Kong to remain competitive and sustain its position globally, it will need to plan ahead both efficiently and effectively to maintain its overall standing in the very competitive international landscape.

Whilst Hong Kong used to always be seen as the gateway to China before for more multinational companies, many of them are going directly to the motherland; hence Hong Kong has to reinvent itself where it can be over the long-term a global leader in a growing area such as Green Financing. If it is successfully able to do so then that could be one strong focal point for both the government and local business community to leverage off when trying to attract as well as educate local talents.

Hopefully this research sets the foundation for more academic scholars to critically evaluate the city's current and future competitive landscape through the lens of other relevant concepts or theories (leveraging off first-hand research of critical Push and Pull factors impacting foreign talents now by creating a sustainable knowledge-based economy for long-term future growth). Accordingly the government and respected think tanks can work closely with the academics to help

chart a growing and robust global HR strategy for the betterment of all concerned irrespective of the various headwinds impacting Hong Kong's economic growth. If successful, a sustainable world-class knowledge economy will very likely be one of the future pull factors for Hong Kong to use to help attract the best talents from around the world irrespective of nationality.

3. LITERATURE REVIEW

The question **"Does Hong Kong still remain a viable destination for long-term employment for non-Chinese professional expatriates, and if not, what can be done?"** is multifaceted. While long-term employment forms the core of the research question, historically expatriates came to Hong Kong for various reasons with many even staying long-term. Many expatriates arrived in Hong Kong due to immigration laws (i.e. no work visa required for British citizens pre-1997) with intentions of short work assignments but eventually found themselves positively drawn to the lifestyle, convenience, safety, low tax rates, and growing expatriate community. While sustaining employment was essential, various other compelling factors persuaded most overseas professionals to remain in Hong Kong and even obtain Permanent Resident status automatically after residing for over seven years.

So by dissecting this research question using the theoretical concepts of the "Push and Pull" strategy (Lee, 1966), the government could gather useful data points to promote diverse knowledge-based economies and thereby positively influence non-Chinese expatriates to come work and stay in Hong Kong for the long-term. Beyond the talent domain, stakeholders like the business community, local government, and academic scholars should join forces and brainstorm together; thereby sharing ideas and devising sustainable solutions collaboratively for the city's economic enhancement. Regardless, it is presumed that forthcoming business-oriented policies will likely be influenced by China and its economic landscape which continues to be the main competitive advantage that Hong Kong has over its counterparts being the 'gateway into China'. How can all involved parties leverage off this focal point to benefit all those concerned over the long-term?

Economic strategies that prioritize integration with the Mainland over international business could potentially affect job prospects for foreign professionals, particularly concerning language prerequisites. Many professional positions now concentrate primarily on Greater China with limited regional or global reach (those positions have

since moved to Singapore or elsewhere). Coupled with China's recent economic struggles which are well documented, the enduring adverse effects on Hong Kong's economy will likely be prolonged for some more time, potentially hindering the city's ability to attract foreign talent. So what can the city do to remain competitive and especially not lose out on any existing high talents that may be thinking of emigrating elsewhere for apparently better economic prospects?

I have reviewed the various schools of philosophical assumptions provided by Saunders, Thornhill and Lewis (2015): the aim of my research will try to adopt the Subjectivism and Constructivism approaches where there will be a continuum of opinions and multiple realities uncovered which hopefully will provide a very holistic perspective for relevant theory generation.

3.1 Overview of the Relevant Field of Studies and Existing Literature

Research exploring push and pull factors of migration (also called "migration motivation") to large international economies like the US, nearby Singapore and even Hong Kong is available (Simpson, 2017); however, it is limited in terms of relativity to 'present' Hong Kong. Hence, there exists a notable Research Gap which I will attempt to bridge via my study to uncover what foreigners are really experiencing professionally in current day Hong Kong.

Simpson (2017) has explained why people migrate from one country to another for both economic as well as non-economic considerations. Whilst it provides a useful framework at both an individual and country (government) level to refer to, there are many other factors at play behind the rationale to make a permanent move away. Anita Chan (2022) covered recent emigration of inhabitants from Hong Kong where she has found: "as a world-known international city in previous decades, Hong Kong might gradually be failing to provide an environment that accommodates people with diverse values and cultures and that allows local, national, and global identities to be formed simultaneously." This is an alarming thought as it delves deeper into more substantial forces as play which could impact a person's sense of purpose and belonging

3.2 Critical Analysis and Examination of the Key Concepts and Theoretical Groundings

"Push and pull" theory offers a broad and foundational perspective on the emerging factors influencing the behavioural tendencies of foreign (sometimes regional) talents to help determine whether they are inclined to remain where they are or choose to leave to explore new opportunities outside of their current country.

Hence, such theories can serve as both a practical guide to the business community as well as provide an essential theoretical foundation to both the Government and academic bodies for future immigration policy making.

Push & Pull Theory:

Useful studies have been carried out in this area before given its high impact on country migration laws. For example, diverse governmental approaches exist to lure in global and ambitious talents to the United States through premier educational institutions, and then retaining them post-graduation, have long been observable. Typically, professionals are incentivized to relocate to Western nations in pursuit of enhanced prospects and an improved quality of life for themselves and their families.

Similarly, the Singaporean government has proactively been offering comprehensive financial scholarships to exceptional students from Hong Kong and neighbouring regions, encouraging them to pursue education at local universities and then later contribute to the domestic economy. Hong Kong has since embraced similar strategies, boasting at least 5 local government-funded universities consistently featured in the top 100 according to QS rankings (Top Universities, 2024). These institutions not only extend partial or full scholarships to top local high achievers to mitigate brain drain but also extend similar opportunities to prospective international students who excel, facilitating their transition to the local workforce and even permanent residency in Hong Kong through programs like the Immigration Arrangements for Non-local Graduates (IANG) student visa scheme.

This exclusive talent approach has been studied at length in the past where the "increasingly common practice of citizenship for those with exceptional skills and

extraordinary talent, while at the same time holding other categories of “standard” immigration applicants to ever stricter admission and permission-to-stay requirements” (Shachar and Hirschl, 2013) continue to exist despite being seen as unfair to others. Whilst this mode of favouritism no doubt is also evident in Hong Kong, as a whole its immigrations laws are generally positively viewed where permanent residency is bestowed upon any foreign talent (outside of domestic helpers) so long as they have spent 7 continuous years studying or working in the city and contributing to its economy. Besides, it is a very open, fair and transparent taxation system regardless if one is local or not where income taxes are set purely on the basis of the worker’s individual situation (for example, single or married, with or without dependents etc.) Hence, this could be a further “pull” factor where overseas talents might feel more “inclusive” with more seemingly fair immigration factors versus other countries (such as Singapore where disparity between locals and foreigners is very visible with very low transparency pertaining to permanent residency eligibility).

Upon further scrutiny, the arrival of non-Chinese professional expatriates in Hong Kong is influenced by a variety of factors:

Geopolitical Shifts: Changes in global relations and policies, especially between China and Western countries like the United States, have redefined workforce dynamics.

Hong Kong's Autonomy: Concerns worldwide regarding Hong Kong's autonomy have triggered adjustments in foreign policies by Western nations. These adaptations involve alterations in trade ties, visa regulations, and advisories that can impact decisions made by businesses and expatriates whereby most international companies have for a while been ‘ring-fencing’ their Greater China business away from both their regional as well as global businesses.

Economic Policy Revisions: Economic strategies that prioritize integration with the Mainland over other international business practices are proactively influencing the business landscape; thereby further challenging the job market for foreign professional expatriates.

Local Talent Development: There is a heightened emphasis on nurturing and utilizing local talent; as such, negatively impacting the overall demand for expatriates. Government initiatives to ensure comprehensive education at all levels and professional development aim to equip locals with the necessary skills for future demands. Furthermore, the introduction of new favorable work visa programs is attracting skilled individuals from China.

Global Mobility Trends: Patterns of global mobility and the competitive jostling for international talent regionally (as well as globally) have significantly impacted Hong Kong's strategic positioning. Notably, Singapore's rapid response post-pandemic has led to an influx of expatriates, both voluntary and involuntary, to the city-state primarily from this city.

A further deliberating factor potentially prompting departures is the National Security Law that came into effect in 2020 to quell the then escalating social unrest across Hong Kong. This overnight development severely undermined Hong Kong's autonomy from the Mainland concerning transparent business dealings and regulatory frameworks, so leading numerous international corporations (to this day) relocate their regional headquarters from Hong Kong to other Asian destinations, notably Singapore. Besides, the recent Basic Law Article 23 legislation carried out earlier this year in March further promoted the “safeguarding of its national security ordinance”.

As such, many expatriates had to depart Hong Kong who were made redundant or to maintain their professional roles with their companies, particularly those displaced temporarily due to stringent COVID quarantine measures who chose not to return to the city given the overall dire situation. However, this realignment does not necessarily signal a complete withdrawal from the Greater China region but rather a reconfiguration of business strategies, with local Chinese staff (otherwise those who can at least speak Chinese) increasingly serving local clientele within international firms.

Whilst the above factors will no doubt be considered more negative (PUSH), the Hong Kong government has also tried its best to promote some positive (PULL) via the adaptable government immigration strategy implemented through the

introduction of "The Top Talent Pass Scheme" (hereafter referred to as "TTPS"). This scheme helps bring in highly skilled professionals with substantial work experience and strong academic backgrounds from all over the world, including high-earning professionals and graduates from prestigious global universities.

Applicants who apply via the TTPS scheme need not have on hand a job offer within the HKSAR at the time of application. Subject to meeting standard immigration prerequisites, successful applicants will be granted a 24-month stay without additional stay conditions (Immigration Department, 2024) - this has since been extended to 36-months. However, in the beginning, only 55,000 of the 70,000 applications received for the TTPS had been successful; and, from which, around 40,000 (just over 70%) have so far arrived. "The fact that mainland Chinese account for some 90 per cent of the approvals also raises questions about diversity" (South China Morning Post, 2024) and does go some way to address my primary research question. "From the end of 2022 when the scheme was launched to the end of May this year, a total of 180,000 people have moved to Hong Kong" of which only 45,000 were effectively from overseas. Per the recent Policy Address by Chief Executive, John Lee, 160,000 successful applicants had since moved to Hong Kong with their families from a total of 380,000 total applicants (though there was no mention pertaining to their specific nationalities or countries of origin) - Ho, 2024.

The government has also tried to do its part to attract global foreign talents: "We have rolled out multiple talent schemes in a bid to not only attract talent from the mainland but also from Southeast Asia and Europe," Secretary for Labour and Welfare Chris Sun Yuk-han said given their overall strong language speaking skills including English, Mandarin as well as Cantonese.

Nevertheless Hong Kong continues to make it easier for Mainland Chinese talents to cross the border and stay longer for work purposes, adding to increasing competition to both existing local and foreign talents already in the city. "Beijing, Shanghai and the GBA are major places with high-level professionals, with the arrangement facilitating the free flow of talent and new technologies, Wang Ling, deputy head of the National Immigration Administration's entry-exit administrative department, said. They have even recently expanded the Mainland universities eligible for the TTPS this year.

Whilst seemingly appealing to revitalise the city's economy post-COVID via TTPS, foreign professionals are still not moving back until they have secured employment. As highlighted by the South China Morning Post (2024), job seekers have noted persistent obstacles, including employers' preference for Cantonese (and now likely Mandarin) proficiency and the city's high cost of living. These language and housing constraints may even serve as "push factors" for current foreign residents in the city if they or their partners experience job loss or seek a career transition.

The utilisation of a "push and pull" research methodology can significantly contribute towards addressing my Research Question (Is Hong Kong still a viable destination for long-term employment for foreign professional expatriates, and if not, what interventions can be implemented?). This approach can effectively uncover the inherent motivations behind the decision-making processes of overseas expatriates when considering relocation to or departure from Hong Kong. Keeping in mind that this is an on-going phenomenon, any new secondary research coupled with on-going primary research must be carried out during the course of the study to remain relevant for the future.

Moreover, the practical utility of my research could spur future studies focusing on immigration policies. It will be a valuable reference point for various stakeholders, including the business community, governmental bodies, and academic institutions, encouraging them to work together and refine their strategies collectively for higher efficiency and effectiveness, and for the betterment of the city and its economy. However, continuous scrutiny and ongoing assessment is necessary given the fluidity of the overall situation, particularly concerning the viability of pull factors like the Top Talent Pass Scheme, to ensure their sustained efficacy in bolstering Hong Kong's global talent appeal.

A recognized constraint of my proposed Research Project lies in the dynamic positioning of Hong Kong globally, where external influences such as PESTLE factors (Oxford College Of Marketing, 2023) persistently exert influence, notably the ongoing geopolitical discord between the United States and China (a potential push factor). Nevertheless, by centering the investigation primarily on the push and pull dynamics that underpin the debate surrounding Hong Kong's long-term

attractiveness to foreign professional expatriates, the study aims to transcend these external forces as much as possible.

3.3 **Research Gaps in the Field**

The existing literature pertinent to the Research Question under consideration is notably scant and superficial; thereby prompting the necessity for this research. There is a dearth of literature specifically addressing Hong Kong and its recent talent shortages, stemming from as far back as the social unrest in 2019 then quickly followed by the stringent quarantine measures implemented from 2020 onwards owing to the pandemic. As such, this study's focus will focus primarily on the relevant "push and pull" factors influencing international professional (white-collar) workers.

There is some relevant research covering push and pull factors of migration (sometimes known as "migration motivation") to large international economies like the US, nearby Singapore and even Hong Kong that I can refer to (Simpson, 2017); however, it is limited and can only be loosely referred to in the context of 'present day' Hong Kong. Hence, there is an existing Research Gap to overcome via uncovering what foreigners are really experiencing professionally in current day Hong Kong along with those that recently left for good. Coupled with significant interest and potential impact on the corporate community, governmental bodies, and educational institutions, the overall research purpose of this study is further justified.

Any progress I achieve on this evolving topic will undoubtedly lay the groundwork for further research, such as by the commercial sector, local government "think tanks", and academic scholars, to expand upon and better plan ahead for the future. Each party shares the common objective of ensuring that Hong Kong continues to uphold its international business presence while embracing cultural diversity; hence its imperative that all three bodies work very closely together moving forward for sustained and positive results over the long-term.

Two medium- to long-term objectives for the commercial, government and education sectors to pursue include:

- 1) **Identify significant gaps in prospective growth sectors and local skill deficiencies** to effectively pinpoint industries that would derive the greatest advantage from global professionals (by allocating work visas to address these deficiencies). The government can also **address these skill shortages by advocating for ongoing education** among the existing workforce, while simultaneously nurturing future skills through primary and secondary education, such as STEAM programs, for long-term development.

- 2) **Establish a comprehensive platform using relevant Push and Pull factors** to positively influence Hong Kong's trajectory as a world-class industry leader, with a particular emphasis on the **city's transition towards a knowledge-based economy** by fostering sustainable growth in fast growing sectors by bringing in the best global talents in those respective fields. Furthermore, this strategic focus could also attract material foreign investments through government support like tax incentives etc.; thereby solidifying the city's position as a "world-class hub"

Furthermore, there is now clear evidence on how nations have positively distinguished themselves from others by reimagining their economies, as seen in regions like the Middle East, exemplified by Dubai and Riyadh (Ewers et al., 2021). These countries have transformed into "Knowledge Based" economies through growth pillars such as Technology and Innovation, Environmental initiatives, Social and Governance practices, Green Finance, etc. By providing highly favourable terms that attract foreign investment, developing specialised ecosystems that excel and are recognized globally, they have successfully enticed foreign investments and their rare talents to establish roots in their regions.

This strategy could also be applicable to Hong Kong but will need intricate planning and collaboration from all stakeholders (businesses, government, education) concerned over the long-term. In today's knowledge-centric landscape, individuals possessing valuable technical (and 'soft') skills are arguably the most crucial asset for driving any local economy towards continued success and so need to be 'pulled'

in via sustainable ecosystems that continue to evolve. By recalibrating itself as 'one to watch' in a specific expanding field that is globally thriving, Hong Kong should be able to sustain its status as a competitive international economy and transcend any prevailing political uncertainties now and in the future.

4. METHODOLOGY

- Research Design

For the research methodology, I will conduct semi-structured interviews of 30 subjects (8 subjects in the pilot study) which should be enough to maintain a consistent target sample size. Complementary qualitative data using government and census data taken from 2023 to 2028 (including reliable projections based on current trends) will be incorporated into my overall analysis, thereby adopting a mixed-methods approach to data collection and analysis and hopefully more precise forecasts. Through a holistic analysis of both data sets, a thorough comprehension can ideally be achieved regarding the ongoing viability of Hong Kong as a long-term employment destination for non-Chinese professional expatriates.

Due to the delicate nature of the topic, the Data Analysis methodology will heavily lean on Content Analysis to uncover patterns and correlations among interviewees, with the hope of unveiling underlying themes. The focus here is to interpret and highlight the key driving factors by constructing a Concept Map. This holistic approach aims to transform qualitative information into quantitative data to facilitate the formulation of robust conclusions.

By approaching the interview data without predetermined biases, the aim here is to organically identify prevalent themes within the newly acquired respondent data. As the interviews progress into 2025, the strategy involves ongoing scrutiny of transcripts, annotation, data conceptualization, segmentation, and ultimately, the analysis of individual segments to uncover commonalities and relationships.

- Challenges and/of limitations of the research

Limitations in the Qualitative Approach employed in the Proposed Research: My proposed research parameters will only primarily focus on the individual level where numerous personal factors may influence one's decisions to leave; hence broadening the research scope to a higher level to encompass perspectives from corporations and governmental bodies is imperative to be more accurate and useful. This more holistic approach should lead to better insights into actual

corporate sentiments regarding their future dealings in Hong Kong's economy and supplement the local government's understanding of the city's true predicament from which more effective strategies shaping a more favourable business environment can be planned and set into motion as soon as possible.

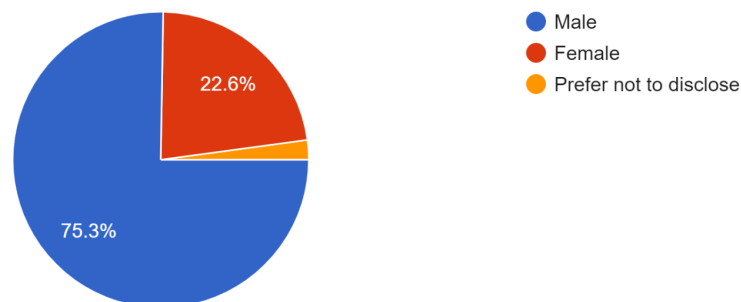
5. RESULTS

- **Descriptive Statistics highlighting the general respondent profile and other research variables**

There were a total of **93 responses (just below half from Indian nationals)** via Google Forms where some high-level statistics were gathered via the data generated from Google Forms (sample questionnaire in Appendix) directly as per below:

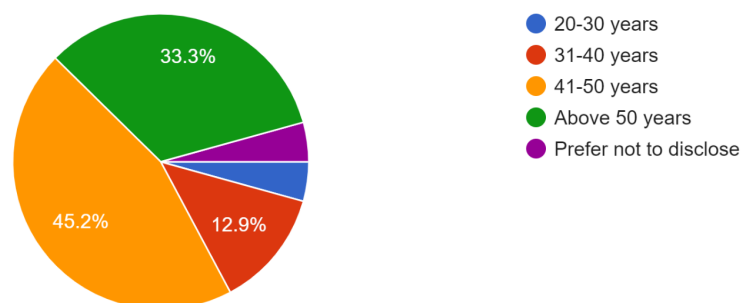
1. What is your gender?

93 responses



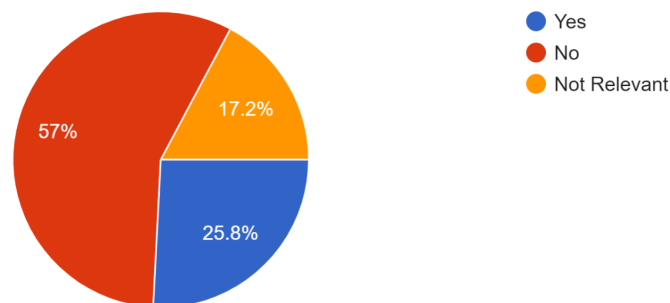
2. What is your age?

93 responses



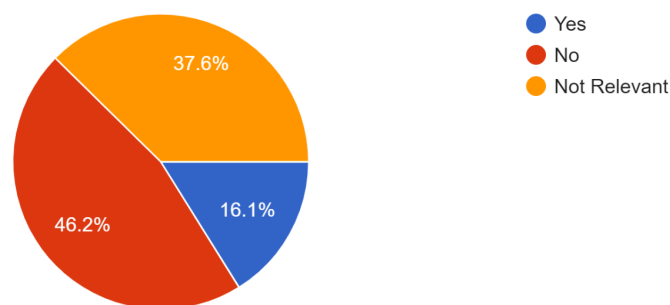
5. If you still live in Hong Kong, do you have any intention of going to live or work in another country in the next three years?

93 responses



6. If you used to live in Hong Kong, did you leave 2021 onwards?

93 responses



One can infer from the above 4 charts that there has been a good mix of respondents from a variety of ages plus professions although around 75% are males. 100% of the respondents had stayed in Hong Kong a minimum of 5 years where around 25% were thinking of leaving in the near future (if still in Hong Kong) and just over 16% had already actually left Hong Kong in last 3 years. In this manner, I was able to determine both the Push and Pull factors from all angles for those wishing to leave as well as those had recently left for them to analyze further why they had done so.

- **Inferential Statistics testing proposed hypotheses and to test the overall reliability of the study's measuring instrument**

Item Reliability Statistics

	If item dropped
	Cronbach's α
PUSH1	0.939
PUSH2	0.936
PUSH3	0.939
PULL1	0.939
PULL2	0.938
PULL3	0.940
PUSH4	0.938
PUSH5	0.937
PUSH6	0.939
PULL4	0.937
PULL5	0.935
PULL6	0.937
PUSH7	0.940
PUSH8	0.939
PUSH9	0.939
PULL7	0.936
PULL8	0.938
PULL9	0.940

Per above Reliability Scores where the Cronbach Alpha was between 0.935 - 0.940 for all of my Likert scale questions (7 options per question), I do not believe they are ideal as they are likely measuring the same phenomenon; hence will unlikely be a valid measure of the construct in question.

Correlation Matrix

GENDER

AGE

TENURE

LEFT?

PUSH1

PUSH2

PUSH3

PULL1

→

NATIONALITY

WANT TO LEAVE?

☒ Pearson

☐ Spearman

☐ Kendall's tau-b

☒ Report significance

☐ Flag significant correlations

☐ N

☐ Confidence intervals

Interval %

☒ Correlated

☐ Correlated positively

☐ Correlated negatively

☐ Correlation matrix

☐ Densities for variables

☐ Statistics

PUSH8 0.939

PUSH9 0.939

PULL7 0.936

PULL8 0.938

PULL9 0.940

Correlation Matrix

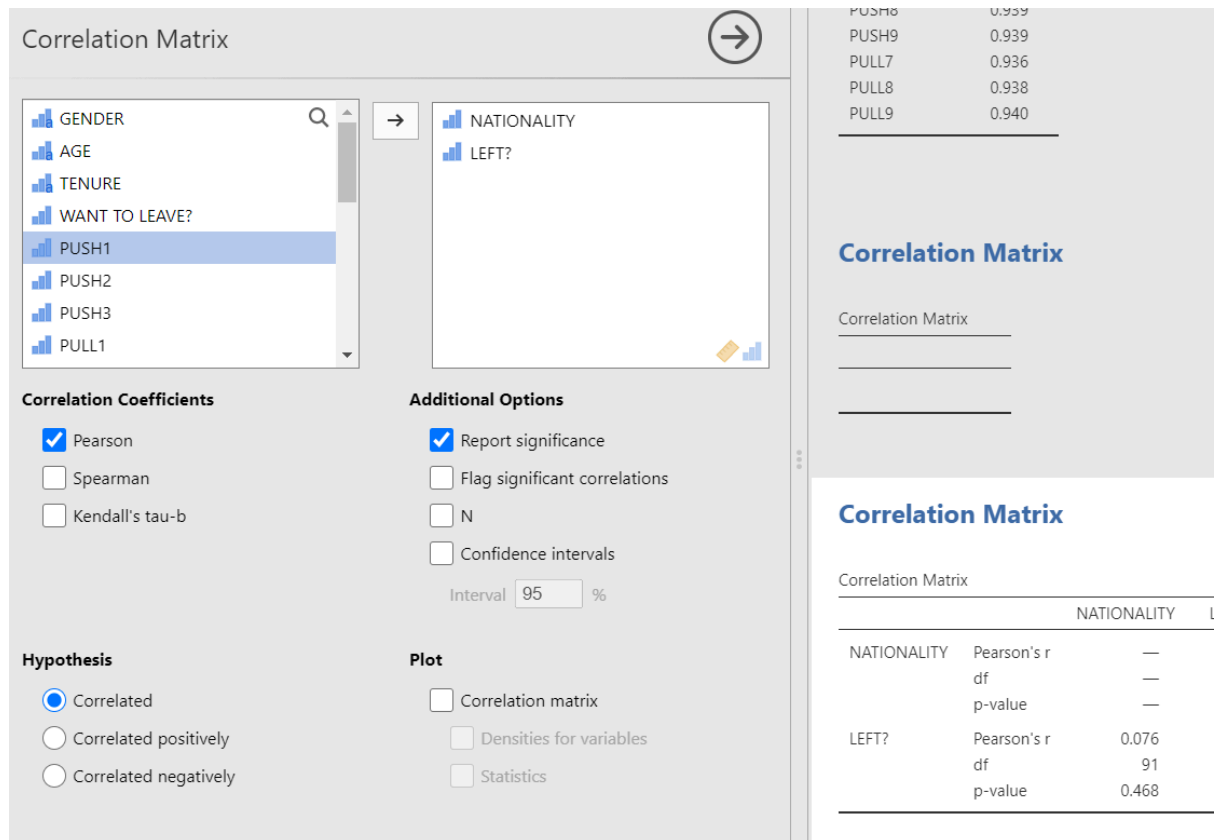
Correlation Matrix

Correlation Matrix

Correlation Matrix

		NATIONALITY
NATIONALITY	Pearson's r	—
	df	—
	p-value	—
WANT TO LEAVE?	Pearson's r	-0.096
	df	91
	p-value	0.360

Per above result where the correlation coefficient is 0.360 which is well above the ideal target of 0.05 (or lower), one can infer that there seems to be no correlation between these 2 independent variables (i.e. nationality and likeliness to leave Hong Kong).



Using the same approach, one can note that the above correlation coefficient is even higher at 0.468 and hence there also seems to be no correlation between these 2 independent variables (i.e. nationality and having recently left Hong Kong).

Hypothesis: One's ethnicity has a direct impact on whether one is motivated by either push (to leave Hong Kong) or pull factors (by the destination country).

As such, I was hoping to prove my hypothesis correct that one's nationality could be a deciding factor why one may wish to leave (or why one already left) Hong Kong where being non-Chinese would likely be an underlying factor in doing so. Given the ongoing offshoring of global and regional opportunities to the likes of neighboring countries like Singapore, not being able to speak Chinese could hence be a strong push factor why one may strongly consider to leave (or why one may have already left).

6. DISCUSSIONS

- Meaning of the Results and possible implications for relevant stakeholders

Despite being able to get a sizeable sample (93 respondents) that was wide-spread in terms of age (albeit skewed towards 41-50 years olds) and profession (primarily white-collar), it was still very heavily based by Indians; hence it was not very representative to other nationalities. Besides, the overall design of the questionnaire could have been better where respondents by-passed a number of questions as they were not relevant; hence did not add any value to either the descriptive or inferential analysis.

As such, though there were useful reference points to some of the push and pull factors that may currently be impacting some of the respondents, there was limited data collected here given the majority of respondents chose not to answer these questions since they were not relevant to their personal circumstances. So in the future, I may need to first conduct an initial survey to determine who is considering to move away from Hong Kong in the near future then follow up with a more detailed survey exploring the various push and pull factors (if relevant). For those who have already left Hong Kong permanently since 2021, it may be more worthwhile to follow up with the more detailed questionnaire given they are likely already more clear as to the reasons why they have left.

In terms of future implications, especially given the relatively low reliability and correlations scores, there are none for now given this was a very preliminary survey. Irrespective, at least based on the initial responses for those who did respond, there was a wide variance across the Likert Scale for a majority of the questions, meaning that there is the likelihood that some meaningful data can likely be sourced via the right research instruments.

In addition, it was very pleasant to see how many were open to and very efficient in responding; some even commenting that it was a very interesting topic which they would like to find out more upon. I will make note of these particular respondents as

there may be follow on primary research required (for example, detailed interviews) where hopefully they will be willing to share more details at the time.

- **Evaluate the differences or similarities with other studies plus suggestions for future research**

Comparing to other similar studies, one in particular comes to mind which is Lee' Theory for Push and Pull factors. "Everett Lee has conceptualized the factors associated with the decision to migrate and the process of migration into the following four categories: (1) Factors associated with the area of origin; (2) Factors associated with the area of destination; (3) Intervening obstacles; and (4) Personal factors." (Lee, 1966). Within this conceptual framework, Lee proposed several hypotheses for the four types of factors associated with migration, incorporating the push and pull factors at both places of origin and destination, similar to my attempted model.

Nevertheless, it is difficult to determine which plus and which minus factors at both origin and destination are quantitatively the most important to an individual (or even group of similar individuals). Moreover, the presence of intervening obstacles make it even more challenging to identify which specific factors have major influence and which ones are minor factors. For this reason, Lee's theory has offered limited practical guidance for policy and decision-making in developing nations.

However, with further tailored and customized research surrounding a country and/or individual demographic, there can still be very useful reference data that can be inferred to and used by governments, local corporations and their educators for the benefit of their economics and societies. Whilst past history and more recent data of what similar nations and countries are experience that we can use as guidance, there must be on-going research within specific pre-set parameters to collect primary data and test data models again which can help guide current and future immigration policies.

7. CONCLUSIONS

- Summarise the findings in relation to the Research Problem

Incorporating some macroeconomic trends (including the unemployment rate for Hong Kong since 2023 which has hovered around 3% as per the Census and Statistics Department (it was around 3.5% in 2022 during the height of COVID-19), we can safely infer that unemployment will remain stable bar any unforeseen socio- or political event. As such, the census data from the government will likely not make a big impact on the background of my research in question given its overall stability. However, what may be useful is to investigate continuous immigration and emigration flows coming in and out of Hong Kong to determine how truly 'international' we are as a city in terms of our spread of existing nationalities by population

So, taking into account my earlier findings, unfortunately there are limited deductions we can make at this time to answer our primary research question or problem (**Does Hong Kong still remain a viable destination for long-term employment to the foreign professional expatriate and, if not, what can be done?**). Whilst we can only infer that there is definitely room for further investigation, we are not sure how profound the situation is despite the high interest from the participants of the initial research.

I will also need to be much more specific as to what I am looking to measure and be very clear what are the exact hypotheses (multiple preferred) I am looking to test? The survey carried out was fairly generic and superficial in nature. Whilst some trends could be noticed worth further investigation, the overall research design and depth of questions will need to be much more specific in order to get meaningful answers and useful inferential quantitative analysis from which we can make some useful observations. Thankfully I have an initial data set I can always go back to, especially those who were looking to move or have just moved whose responses will be particularly insightful.

- **Propose the overall significance of the Research and assess its Limitations**

Besides, this study's overall significance for the future cannot and should not be discounted given the future ramifications this may have on Hong Kong's international image, especially if it wants to continue to remain to be seen as "Asia's World City" (Brand Hong Kong, 2001).

It's particular usefulness can be it acting as a catalyst for useful stakeholders like the Government, local corporations as well as education bodies to work together and conduct comprehensive studies to truly evaluate the current plight and what can be done to improvise (if not, even stem) any forthcoming foreign emigrants from the city. Also are there areas where we can focus on to be global leaders in new upcoming business trends (such as Green Financing and/or Cryptocurrency-related Blockchain Technology) by which means we are able to attract the best talents from across the world?

As previously touch upon the limitations of this study are evident in that, whilst push and pull factors pertaining to immigration and emigration have long existed, they are by nature fairly generic where personal circumstances play a very big role to determine if and when one actually permanently leaves one country for another. Nevertheless, based on in-depth and longitudinal surveys, there can be very useful and comprehensive research that can be conducted for the benefit of all so long as we always keep in mind what our future talents need in order to prosper and stay in Hong Kong to be part of its growing success.

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9. APPENDIX

Sample Questionnaire (via Google Forms):

<https://docs.google.com/forms/d/1flUaRDtrdXGFIMYntsgCxP6R-xcebK74eyLY1fJjxZo/prefill>